



AN OVERVIEW OF THE JOB TRAINING PARTNERSHIP ACT IN MISSOURI



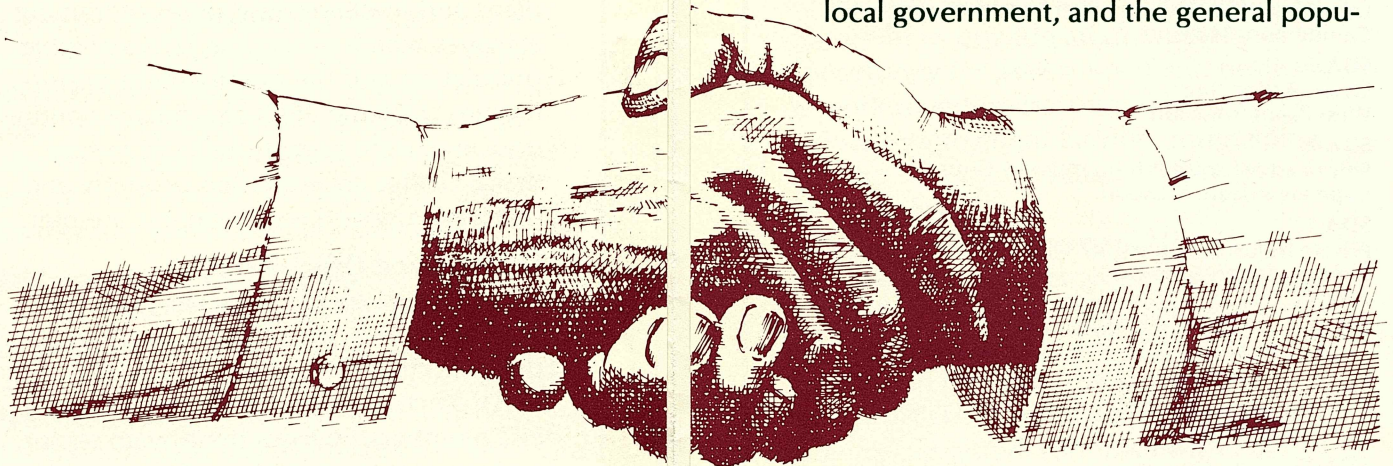
*Developing Our Economic Growth
and Employment Opportunities*



JTPA: THE LEGISLATIVE CONCEPT

On October 1, 1983, the Job Training Partnership Act was implemented throughout Missouri, replacing the Comprehensive Employment and Training Act (CETA). Commonly referred to as "JTPA," the Act is a landmark in employment and training legislation.

JTPA continues a long-standing federal commitment to help people with serious employment barriers in becoming productive members of the work force. The Act transforms past public jobs programs into a flexible, coordinated system of job training that equips more people with



skills currently in demand by employers. JTPA shifts responsibility for policy development and implementation from the federal government to state government. It also transfers job training program design and administration from the federal government to a partnership of Private Industry Councils and local government. Since programs are developed and implemented at the state and local levels, JTPA provides individual participants with flexible training options and offers employers a responsive means to train and hire new employees.

JTPA: THE MISSOURI SYSTEM

The Job Training Partnership Act requires the Governor to assume general oversight authority for local job training programs, and responsibility for overall coordination of local and statewide programs. The Governor is also required to develop goals and objectives for Missouri's job training system. In addition, as a part of the oversight umbrella developed by the Act, the Governor appoints a thirty-member Missouri Job Training Coordinating Council. Over one-third of the members of the Coordinating Council are representatives of business and industry, with the remainder representing labor, education, State and local government, and the general popu-

lation as prescribed by the Act.

Together, the Governor and the Coordinating Council establish statewide performance goals for Missouri's employment and job training programs and develop a Coordination and Special Services Plan for attaining these goals. The Governor's Plan describes how the State will use funds available under the Job Training Partnership Act and outlines coordination criteria for local service delivery area (SDA) activities. Additionally, the Council reviews and recommends action on SDA plans and monitors overall performance of the job training system.

Private Industry Councils (PICs)

The Act requires the Governor to designate geographic districts or service delivery areas (SDAs). There are 15 SDAs in Missouri which are directed by Private Industry Councils (PICs) and the areas' chief local elected officials. Annually, each PIC is allocated JTPA training funds based on the same funding formula used by the federal government to distribute similar funds to the State.

A simple majority of a PIC's membership must be from the private sector; business owners or executives. In Missouri approximately two-thirds of the PIC membership come from this category. The other third of the members are selected from labor, education, rehabilitation agencies, economic development agencies, public employment service, and community based organizations. Each PIC plans and implements a series of training activities which reflect the SDA's eligible population and the employment opportunities available. PICs also have a continuous oversight responsibility to ensure that activities are executed properly and that performance requirements are met.

Local Elected Officials (LEOs)

Local chief elected officials played a key role in the designation of service delivery area boundaries. In addition these elected officials seek nominees for PIC membership from the private sector, and appoint the members. On an ongoing basis, the Act sets up a system of checks and balances that require the chief elected officials to review their PIC's plan and, with the PIC, agree or disagree with its content. The chief elected officials also regularly review the performance of local training activities.

The Division of Manpower Planning

The Division of Manpower Planning is the State agency which administers federal and state job training funds appropriated by the Missouri General Assembly. The Division plans, manages, monitors, and evaluates JTPA programs, provides technical assistance to PICs and SDAs, and implements several statewide JTPA programs. The Division also provides

staff support for the Missouri Job Training Coordinating Council.

Statewide programs which the Division of Manpower Planning plans and implements include:

Missouri Customized Training

Employer responsive customized training programs provide eligible people employment opportunities with new or expanding employers in the State. These training programs are provided through contracts between state education agencies, local service delivery areas, and other state agencies. Customized Training can involve two methods for teaching skills: classroom training where trainees learn theory and technical aspects of the job; and on-the-job training where trainees learn from actual hands-on experience in a work situation. Training project activities can be delivered through a private training institution, an area vocational/technical school, junior college, or college. An employer's own employees can also be temporarily certified as vocational instructors through the Department of Elementary and Secondary Education.

Dislocated Worker Program (Title III)

Title III of JTPA is unique in the history of employment and training programs and JTPA because the program is designed to serve workers who may not be economically disadvantaged but are dislocated from their former place of employment. Missouri workers who are laid off or are long-term unemployed and are not likely to return to their previous industry or occupation are eligible for Title III programs. Training and services for dislocated workers include assessment and testing, job search assistance or job club, counseling and supportive services, on-the-job training and vocational training as well as job development. Since dislocated workers are typically motivated, experienced and relatively skilled workers, many simply need to learn how to find their own job. Thus, job club and job search assistance has proven to be the most cost effective means of reemploying dislocated workers.

Older Worker Training Program (Title II-A 3%)

Older workers ages 55 years and older who are economically disadvantaged are eligible for this program. The program is designed to remove employment barriers which prevent senior citizens from finding jobs in the private sector. Part-time and full-time on-the-job training and job search assistance or job club training are used to meet the special employment and training needs of the older worker. Private sector occupations and industries which are more likely to employ older workers are identified in an effort to give older workers the opportunity to rejoin the work force, earn an income, and thus lead more productive lives.

In Summary

JTPA is an innovative approach to public employment and training legislation. It continues to provide an unprecedented opportunity for government and business to work together, training people with serious employment barriers and helping them to become productive members of the work force.

The long-term success of JTPA in Missouri depends largely on maintaining the cooperative, working relationship among State government, PICs, labor groups and others in the job training field. Collectively, these key players in the job training system can meet the challenge of reducing unemployment in Missouri.

For further information about JTPA in your service delivery area contact:

SDA 1

Area Job Training Partnership Administration
Trenton, Missouri

SDA 2

The Area II Development Corporation
Monroe City, Missouri

SDA 3

Urban Community Services Department
Kansas City, Missouri

SDA 4

Western Missouri Private Industry Council, Inc.
Sedalia, Missouri

SDA 5

Kingdom of Callaway Chamber of Commerce
Fulton, Missouri

SDA 6

St. Louis Agency for Training and Employment
St. Louis, Missouri

SDA 7

Service Delivery Area Seven
Private Industry Council, Inc.
Joplin, Missouri

SDA 8

Department of Human Resources
Springfield, Missouri

SDA 9

Lake of the Ozarks Council of Local Governments
Camdenton, Missouri

SDA 10

Ozark Action, Inc.
West Plains, Missouri

SDA 11

Southeast Missouri Private Industry Council
Cape Girardeau, Missouri

SDA 12

Private Industry Council SDA 12
Independence, Missouri

SDA 13

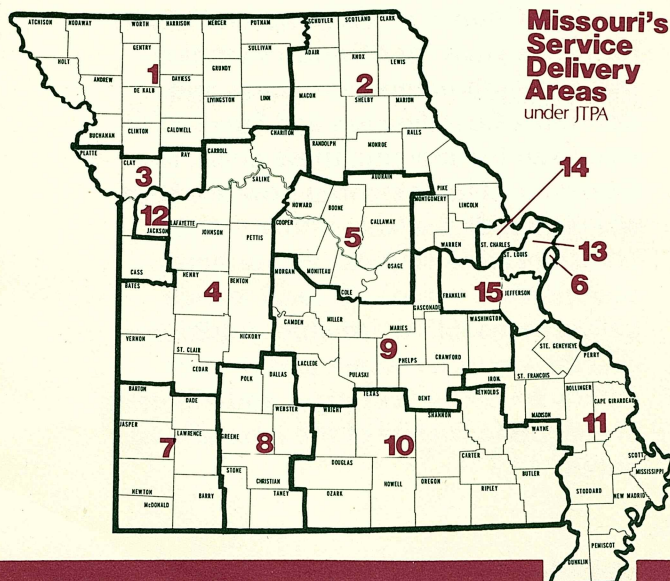
Department of Human Resources
Clayton, Missouri

SDA 14

Office of Employment & Training Programs
St. Charles, Missouri

SDA 15

Jefferson-Franklin Counties, Inc.
Hillsboro, Missouri



**For More Detailed Information About
The JOB TRAINING PARTNERSHIP
ACT Write or Call:**

The Missouri Division of Manpower Planning

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